



Inclusive Leadership

Break down systems of inequity and identify and develop inclusive, courageous leaders

High-Impact Results

We help you move towards and engage in diversity, inclusion, and belonging (DI&B) practices which shift behavior and mindsets and link to your organization's central business strategy. RHR International's Inclusive Leadership program delivers:

- ▲ Deep understanding of privilege, systemic bias, and the leadership's connection to both.
- ▲ A clear sense of purpose for creating a culture of belonging.
- ▲ Increased advocacy and organizational actions aimed at dismantling bias, creating equity, and transforming the culture.

We offer results across three key areas:



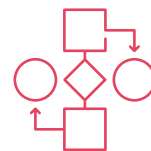
Inclusive Leadership Experiences

Executives move from being "well-intentioned" to being proactive leaders who create cultures of belonging.



Cultural Assessment

Achieve Insight on the experience of your talent and awareness of the cultural inequities creating barriers to success.



C-Suite Advisory

Ensure that your DI&B strategy, leadership, and objectives are working together to deliver results. Partner one-on-one to promote personal growth.

Our Approach

Embarking on a journey of change with the DI&B practice enables companies and leaders to become more inclusive and foster cultures of belonging like never before. Our service offerings focus on creating change at the individual, team, and organizational level:

1

Creating Awareness

- Unlearning & Insight
- Privilege & Power
- Implicit Bias

2

Facilitate Behaviour Change

- Trust and psychological safety
- Listening & difficult conversations
- Storytelling & purpose

3

Driving Systemic Change

Leadership Team

- Team and individual assessment
- Strategic planning
- Alignment & measurement

Cultural Transformation

- Cultural assessment
- Roles and responsibilities
- Implementation & socialization

Diverse Learning Pathways

1. Self-Paced Learning

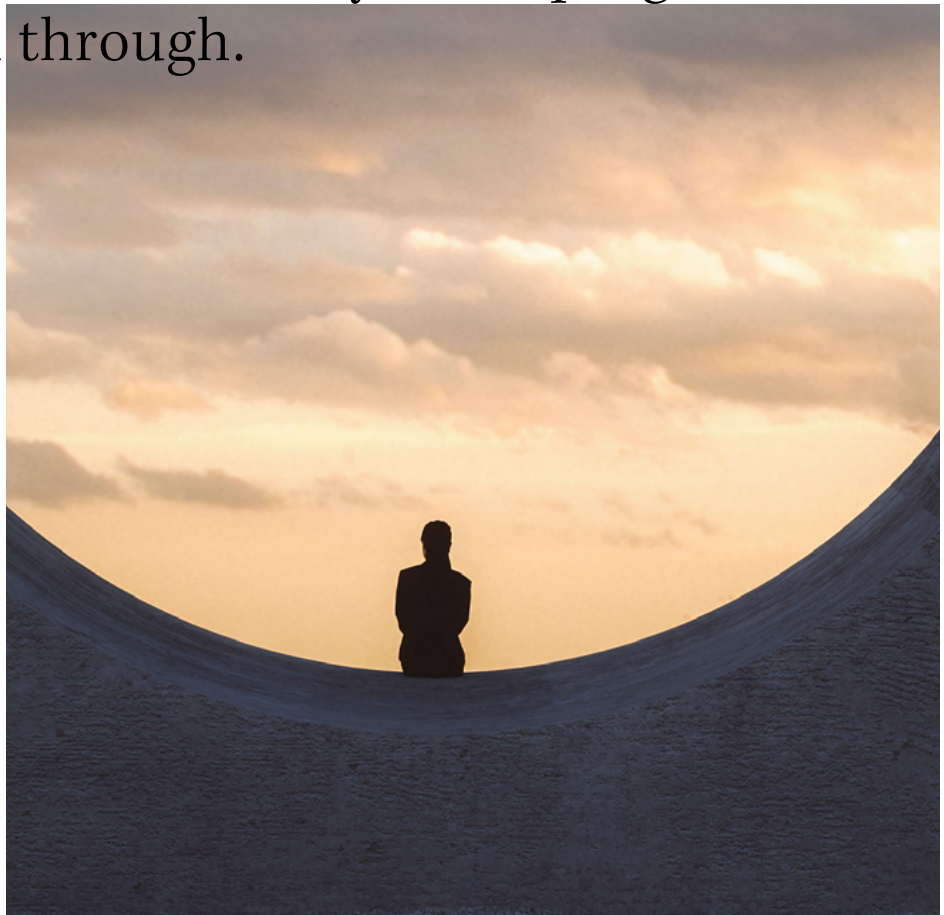
Leveraging a curated set of materials, participants follow a defined plan and learn through immersion in podcasts, books, articles, papers, and more.

2. Experimental Learning

RHR's expert DI&B consultants lead multiple experimental and advisory learning sessions that follow a defined roadmap created for the organization.

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RHR's Inclusive Leadership Experience changed my mindset around DI&B and leadership more than any other program I have been through.



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Why Work with RHR?

We accelerate the growth of diverse talent, clarify organizational culture, and engage with executives to help them to move from being well-intentioned to being proactive leaders who create cultures of belonging.

Spearheaded by a talent leadership executive and diversity expert with 20 years of industry experience, our services offer transformation delivered with a humble and

non-judgmental approach. Our expert team guides leaders through challenging political and business-oriented situations. Successful outcomes are built by creating a safe environment for difficult and uncomfortable conversations that are vital in producing positive change.

Ready to nurture inclusive leadership?
Get in touch today. →





We shape leaders,
leaders shape **the world.**

